

EMPLOYERS DISABILITY RESOURCES NETWORK

The Employer's Disability Resource Network is a coalition of employment and rehabilitation organizations who are available to provide employers information and resources.



**Rehabilitation Services
Administration, a service of DES**



**Employment Security Administration,
a service of DES**



State Rehabilitation Council



AZBLN
Business Leadership Network
No Disability too Great; No Business too Small

CRPs

Community Rehabilitation Programs

RESOURCE CONTACTS

To access these resources or to receive additional information please contact:

Rehabilitation Services Administration
Employment & Disability Related Issues
Employment Services Coordinator
1789 W. Jefferson (930A)
Phoenix, Arizona, 85007

☎ (602) 542-3793

💻 RSA.employerservices@de.state.az.us
www.de.state.az.us/rsa

Employment Security Administration
*Employer Support and
Recruitment Services*
Employer Relations Coordinator
1789 W. Jefferson St.
Phoenix, Arizona, 85007

☎ (602) 542-6524 or (602) 542-2271

💻 ESA.employerservices@de.state.az.us
www.de.state.az.us/links/esa/index.html

OPEN THE DOOR TO EMPLOYMENT OF PERSONS WITH DISABILITIES



A NETWORK OF EMPLOYER SERVICES

EMPLOYER SUPPORTS

- Financial Incentives
- Resources Within Reach
- Employee Retention
- Americans With Disabilities Act (ADA) Assistance

PARTNERING FOR SUCCESS

DES Arizona Department of
Economic Security

Equal Opportunity Employer/Program
This document is available in alternative formats
by contacting RSA staff at (602) 542-3793.

RESOURCES WITHIN REACH

- ◆ Referral of Qualified & Screened Applicants
- ◆ Job Related Training of Applicants to Meet Your Needs
- ◆ On-The-Job Training: Simple, Individualized & Cost Effective
- ◆ On-site Job Trainers & Support Staff
- ◆ Consultation Regarding Employees Succeeding on the Job
- ◆ Information, Referral & Training on Assistive Technology, Adaptive Aids & Devices
- ◆ Employer Support and Recruitment Services:
- ◆ Job Fairs, Informational Workshops and Seminars
- ◆ Position Postings
- ◆ Labor Market Information
- ◆ Unemployment Insurance, Rapid Response
- ◆ Veterans Services

FINANCIAL INCENTIVES

- ◆ **BUSINESS TAX INCENTIVES**
As an employer, you should be aware of tax incentives for hiring workers with disabilities:
 - You may qualify for a tax credit for a portion of the wages that you pay to workers who are referred by Vocational Rehabilitation.
 - You may be qualified to deduct expenses for making a business facility or vehicle more accessible to persons with disabilities.
 - Eligible small business which pays or incurs expenses for providing access to persons with disabilities may be eligible for tax credit.
- ◆ **ON-THE-JOB TRAINING**
If you agree to provide adequate training for entry into the job and a salary equivalent to that of similar positions, you can receive reimbursement for your training costs.

EMPLOYEE RETENTION

The Vocational Rehabilitation (VR) Program helps people with disabilities become or remain economically independent through work. VR can optimize the job retention of employees who have become physically or mentally disabled by providing:

- ◆ Vocational Assessments & Counseling
- ◆ Job Specific Training & Retraining
- ◆ Assistive Technology Assessments
- ◆ Assistance with the cost of Assistive Technology Aids & Devices if your company cannot accommodate an individual due to “undue hardship” under the ADA.
- ◆ **ASSISTANCE WITH ADA**
Vocational Rehabilitation can provide technical assistance or referral to appropriate resources for your questions regarding the Americans with Disabilities Act (ADA).

PARTNERING WITH THE DISABILITY NETWORK IS GOOD BUSINESS



Eddie Basha

“There are eager, reliable, competent people who are looking for an opportunity to contribute to your business and the community. Hiring people with disabilities is more than a good thing, it is good business.”